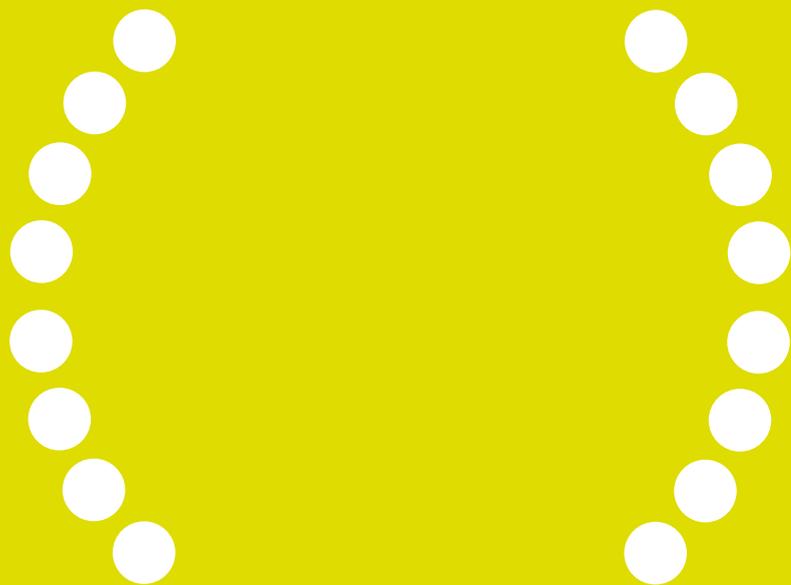


Corporate Policy of the Fette Compacting Group

Quality, Health,
Safety and Environment
(QHSE)



FETTE
COMPACTING
be efficient



Content

Foreword by the Management	5
Fette Compacting: Who we are	6
Scope and purpose	8
Our responsibility for quality, health, safety and environmental protection	10
Our tasks and objectives	10
Quality	12
Occupational safety and health protection	14
Environmental protection	16
QHSE Management System and Responsibilities	18



Foreword by the Management Board

For us, sustainability is a central component of our corporate strategy and a continuous improvement process, which we will strive to anchor as a firm component of our corporate culture in the years to come.

Our goal is to create a sustainable future while simultaneously safeguarding the economic success of our company.

We are convinced that long-term success can only be achieved by a corporate strategy that gives equal consideration to ecological, social and human aspects as it does to economic factors.

Only companies that internalize this and are prepared to act consistently can successfully meet the challenges of the future.

Shared values are the basis for our responsible actions. They shape how we perform and pursue our goals. They influence how we work together, respect each other, communicate and assume leadership responsibilities. “together – for quality of life” determines our daily actions and is the guiding principle of our corporate culture.

The corporate policy of the Fette Compacting Group (Quality, Health, Safety and Environment) is in line with our values and bundles our strategic goals. It forms the framework for QHSE management.

The main objective is to ensure company-wide compliance with standards and internal guidelines and to create a working environment characterized by integrity, respect and fair and responsible conduct. The policy is binding for all employees and organizations of the Fette Compacting Group worldwide.

All tasks formulated in this corporate policy are focused on the satisfaction of our employees and customers. In this way, we want to continuously maintain and improve the quality of our work, ensure the health and safety of our employees, make our work environmentally friendly and conserve resources and increase our employees’ awareness of these aspects.

Our employees are the key to implementing sustainable goals and principles. Each individual in the Fette Compacting Group contributes with his or her behavior to supporting and implementing our principles for quality, health, safety and environmental protection.

The management
of the Fette Compacting Group


Joachim Dittrich


Anke Fischer

Fette Compacting: Who we are

Fette Compacting is the leading international supplier of integrated solutions for industrial tablet production. Apart from machines and plants, the range also includes tableting tools, format parts and process equipment as well as service, training and consulting offers and digital applications for optimizing the tableting technology used. The company specializes in high-performance machines for the pharmaceutical industry and its products are also used in the chemical industry.

Fette Compacting is based in Schwarzenbek near Hamburg. A second technology and production site is operated by Fette Compacting in Nanjing (China). Apart from Fette Compacting GmbH, the Fette Compacting Group also includes twelve operational subsidiary companies in markets of most relevance for Fette Compacting. The company is part of the LMT Group, an internationally active family-owned group of companies and operates as an independent business unit within LMT Group.

The companies in LMT Group share a site in Schwarzenbek near Hamburg. The members are legally, financially and organizationally independent but have joint use of resources, which means that they pursue common goals at consortium level in terms of their social, societal and ecological responsibility.



Scope and purpose

With our corporate policy (Quality, Health, Safety and Environmental Protection (QHSE)), we want to continuously maintain and improve the quality of our work, ensure the health and safety of our employees, make our work environmentally friendly and conserve resources and increase our employees' awareness of these aspects.

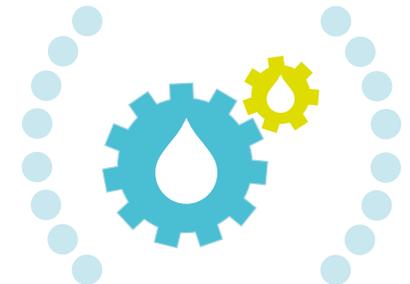
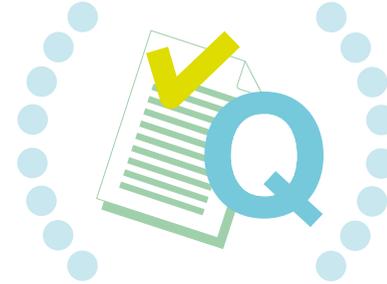
It describes the values, principles and courses of action that determine our corporate conduct as the Fette Compacting Group.

The main objective is to ensure company-wide compliance with standards and internal guidelines and to create a working environment characterized by integrity, respect and fair and responsible conduct. The policy is binding for all employees and organizations of the Fette Compacting Group worldwide and replaces the existing policies: Energy Policy (2015), our Safety Statement (2019), the Quality Policy (2017) and Environmental Policy (2022).

For us, the indispensable basis of our actions is that all applicable laws, other legal regulations and internal guidelines are observed.

As an internationally active company, the Fette Compacting Group must comply with a wide range of social, political and legal framework conditions in Germany and abroad. Even supposedly minor violations of the law by employees and corporate bodies can have a considerable impact on our reputation and cause major – even financial – damage.

This QHSE Policy cannot cover all the legal requirements we have to comply with worldwide. It only sets out a few essential principles for the responsible conduct of our employees and bodies. The QHSE Policy is supplemented by special guidelines and training for specific areas.



Our responsibility for quality, health, safety and environmental protection

Our tasks and objectives



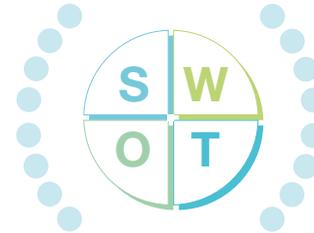
Compliance with legal and industry-specific requirements, applicable regulations, standards and national norms.



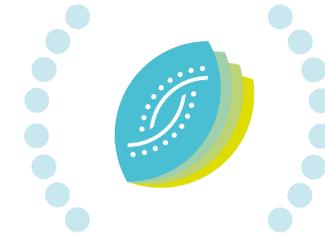
Development of QHSE and sustainability standards in dialogue with our employees, customers, suppliers and other stakeholders, and integration into our corporate strategy and management systems and processes.



Establish continuous monitoring (measurement, review and improvement) of our QHSE systems, performance and impact by evaluating our objectives – to implement appropriate, sustainable corrective and preventive actions, and report regularly on QHSE management systems.



Identify, analyze and effectively manage all QHSE opportunities and risks arising from our business activities (e.g. along our value creation processes and product life cycles).



Development and implementation of measures for economic, ecological and social sustainability.



Further development of safe and sustainable products and services for the pharmaceutical industry, food manufacturing and other industries.



Active involvement and regular training of our employees as well as promotion of open and transparent communication and ensuring the availability of relevant information and necessary resources to achieve our goals.

Our responsibility for quality, health, safety and environmental protection

Quality

We constantly strive to develop innovative and high-quality products for our customers. Quality is not only a factor for the long-term success of the company, but also a key sustainability factor.

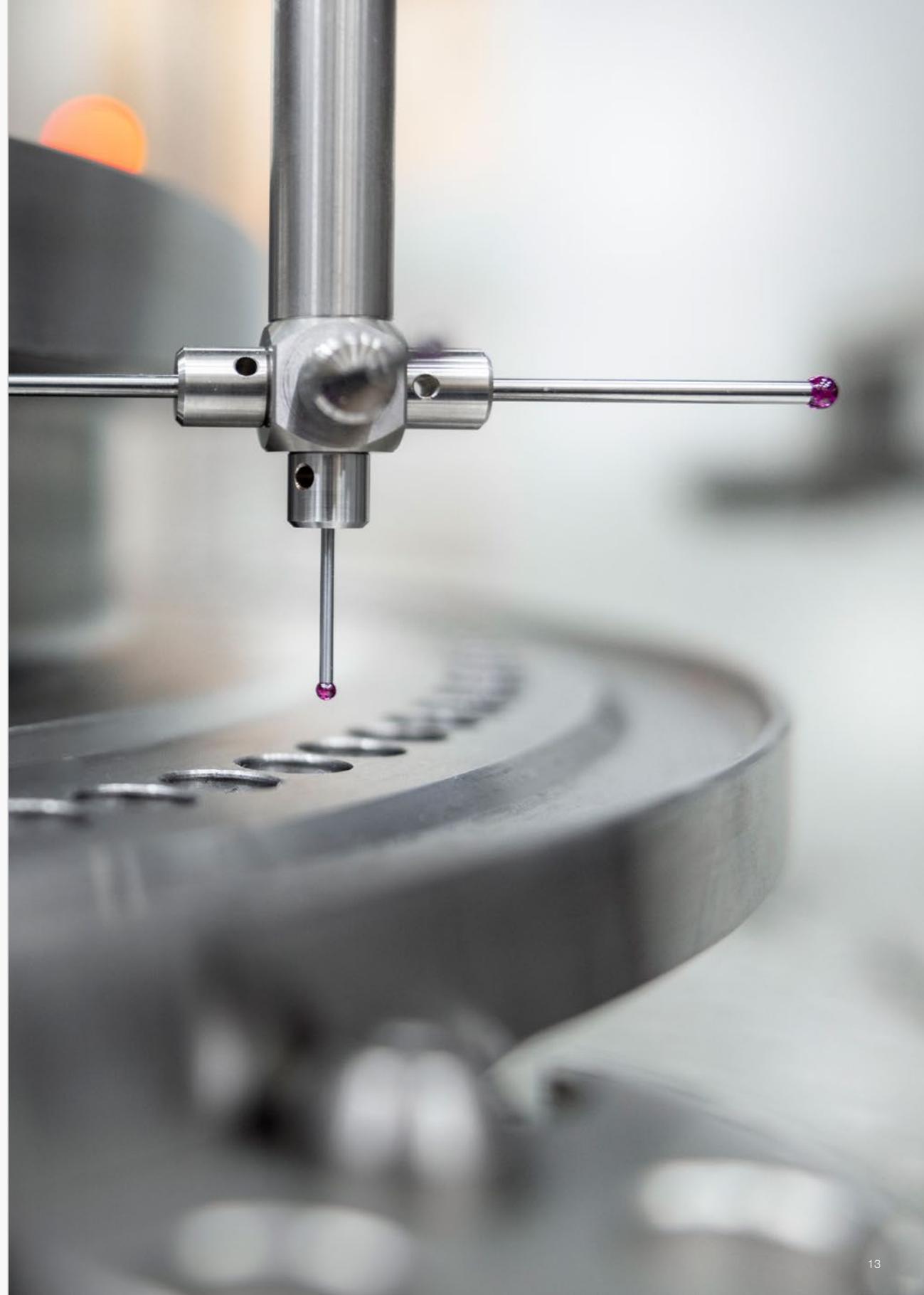
Quality is the basis for our customers' confidence in our performance. Quality for us, therefore, not only means product and service quality, but also the continuous improvement of our business processes along the entire value chain.

By establishing a quality management system and continuously monitoring and improving processes and data, we ensure that our products, processes and services are constantly improved, and meet the highest standards.

The implementation of key performance indicators supports us in determining and continuously monitoring the quality level along the entire value chain. The management system based on DIN EN ISO 9001 supports us in achieving our goals and continuously raising our quality standards.

It helps to create an awareness of quality throughout the company and to motivate our employees to work for the continuous improvement of processes and products. This enables us to ensure that our products and services are manufactured in compliance with applicable legal requirements and that we meet the highest standards of quality and safety.

The quality of our work derives its organizational framework from our process-oriented management system. In our digital management manual iPaQ (integrated Processes and Quality), which is binding for all employees, the recording and structuring of our structural and procedural organization is carried out by means of a process landscape as well as all relevant documentation.



Our responsibility for quality, health, safety and environmental protection

Occupational safety and health protection

Safety and health in the workplace are top priorities at Fette Compacting. As an employer, it is our primary duty to protect our employees from risks and hazards at work. A safe working environment makes a decisive contribution to the health of our workforce and the quality of our products – and thus also to the satisfaction of our customers.

Our goal is to create and continuously develop safe and healthy working conditions for our employees to completely prevent occupational accidents and work-related illnesses.

To achieve this goal, we focus on managing, monitoring and improving health and safety standards in connection with the creation and introduction of company-wide guidelines based on ISO 45001.



In this context, measures are defined and actively pursued to prevent incidents and to manage emergencies, incidents and impact appropriately.

Another key objective of Fette Compacting is to ensure the continuous development and expansion of health management in order to promote the health of our employees and encourage them to adopt a health-conscious lifestyle. To this end, operational measures are introduced to improve the safety culture and health promotion.

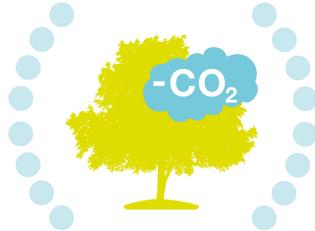


Our responsibility for quality, health, safety and environmental protection

Environmental protection

As a manufacturing company, we see it as our responsibility to make an active contribution to the environment and climate protection through the careful use of natural resources. In reducing our environmental impact, we focus on the key issues of energy and climate protection, materials and waste, and water.

Our environmental and energy management system helps us to continuously improve our environmental performance and that of environmental protection, to meet legal and other obligations, and to achieve our environmental and climate targets.

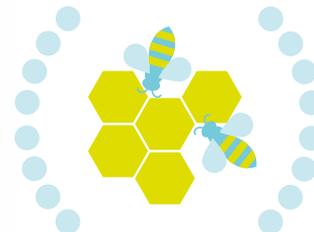


We take the necessary precautions to avoid environmental impacts and are committed to providing competent and comprehensive information.

The sustainability of the measures we take and the resulting environmentally relevant processes are always in focus.



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- Continuous reduction of CO₂ emissions with the goal of climate neutrality
 - Further development of resource-saving products and services and use of environmentally friendly technologies
 - Implementation of measures to continuously reduce overall energy consumption and increased use of renewable energies
 - Promotion of sustainable and responsible procurement, including avoidance of the procurement of conflict materials from conflict regions
 - Avoidance of environmental damage and pollution
 - Promoting a sense of responsibility for environmental protection and energy efficiency within the company and encouraging employees to help improve environmental protection and energy efficiency
 - Responsible use of natural resources with the involvement of our business partners and other stakeholders
 - Systematic reduction of waste generation and optimization of sorted recyclables and waste management
 - Commitment to climate protection projects and initiatives
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QHSE Management System and Responsibilities

The management of QHSE topics is carried out by different departments and functions in coordination and cooperation with the contacts of the domestic and foreign subsidiaries of the Fette Compacting Group (at the headquarters Fette Compacting GmbH: Quality Management Department, Corporate Sustainability Manager, Occupational Safety Specialist, Environmental Management Officer, Energy Management Officer).

The QHSE performance indicators and targets are defined once a year in coordination with the management of the Fette Compacting Group.

The domestic and foreign subsidiaries are responsible for the operational implementation. This includes the planning of programs and measures to meet the targets, the continuous monitoring of target achievement and the initiation of measures in the event of deviations.

The efficiency of the measures must be reviewed at least once a year (internal / external audits).

In the annual management review, the effectiveness of the certified management systems is checked, documented and discussed with the management. In addition, improvement measures and programs for the further development of the systems are coordinated and defined.



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